Punjab Government Gazette

Published by Authority

No. 49] CHANDIGARH, FRIDAY, DECEMBER 5, 2025 (AGRAHAYANA 14, 1947 SAKA)

PART I

Punjab Government Notifications and Orders

GOVERNMENT OF PUNJAB

DEPARTMENT OF LABOUR

(LABOUR BRANCH)

NOTIFICATION

The 2nd June, 2023

No.21/08/2017-4L(5)/471.-In continuation of Punjab Government's earlier Notification No. 21/8/2017-4Labour/58 dated 8th June, 2022 and in exercise of the powers conferred by section 28 of Punjab Shops and Commercial Establishments Act, 1958 and other powers enabling him in this behalf the Governor of Punjab is pleased to exempt all establishments from the provisions of Section-9 and Sub-Section-(1) of section-10 of the said Act and permits all the establishments registered under the Act in the State of Punjab to keep open on all 365 days of the year, for a further period of 1 year i.e up to 31-05-2024, unless it is revoked, subject to the following conditions namely;

(i) This exemption shall remain in operation for the period of one year from the date of Notification published in Govt. Gazette.

(ii) Every employee working in the establishment shall be given on day holiday in a week without making any deductions from his/her wages on account therof and list of the time table of such holidays for a month shall be placed on the notice board in advance.

(iii) Every employee shall be given a rest period of one hour after 5 hours of continous work.

(iv) No employee shall be required to work for more than 9 hours in a day or 48 hours in a week.

(v) If the establishment remains open after 10.00 pm on any day, adequate safety and security arrangements shall be ensured for employees and visitors.

(vi) As establishments are being given permission to be open for all days new staff shall be appointed for the extended timing.

(vii) Female employees shall be provided separate locker, security and rest rooms at the work place.

(viii) Every employer employing women employees shall constitute Inernal Complaint Committee against sexual harassment of women under the Sexual Harassment of Women at Workplace (Prevention Prohibition and Redressal) Act, 2013 (Central Act, 14 of 2013) and the said Committee shall be operative.

(ix) Female emloyee will not be allowed to work after 8.00 P.M. Their written consent in this regard shall be taken as adequate safety and security arrangements of female employees shall be made during working hours and it shall be ensured that they safely reach home after their work is over.

(x) The Prevention of The Child and Adolescent Labour (Prohibition and Regulation) Act 1986, as amended from time to time, shall be implemented in the establishments.

(xi) The employees shall be provided all the facilities mentioned in the relevant labour laws.

(xii) Consent letter shall be taken from the employees and it should be kept as record in the establishments.

(xiii) The spread over of an employee shall not exceed 11 hour in a day.

(xiv) Employee shall be given national and festival holidays with wages.

(xv) The wages including overtime wages of the employees shall be credited to their saving bank account.

(xvi) In addition to these terms and conditions, all the provisions of the Act and other relevant Laws shall be applicable to the establishment.

(xvii) In case of violation of any of the above terms and conditions or any other provision of the Act, the exemption shall be cancelled after giving a due opportunity of being heard by the Competent Authority.

Sd/-
MANVESH SINGH SIDHU, I.A.S.
Secretary, Govt. of Punjab,
Department of Labour

3571/11-2025/Pb. Govt. Press, S.A.S. Nagar